

## AMENDMENTS TO THE CLAIMS

Please replace all prior versions and listings of claims in the application with the listing of claims as follows:

### **Listing of Claims**

1-9. (Canceled).

10. (Currently Amended) A computer system implemented method for conducting an employee performance review comprising:

~~transmitting by a computer system a preloaded list of reviewees, wherein the list is generated based on gathering~~ substantial employment related user interaction data during corresponding to a relevant review period of time;

generating and preloading a list of reviewees for the user in accordance with the gathered user interaction data;

receiving one or more reviewee selection from the ~~transmitted~~ preloaded list ~~[[whose]]~~ for employment performance ~~a user desires to~~ review;

updating employee performance review information on the selected reviewees received by the computer system;

processing the updated employee performance review information on the selected reviewees;

storing the processed employee performance review information; and

generating by the computer system an overall performance summary of the selected reviewees based on the stored performance reviews.

11. (Previously Presented) The method of claim 10 further comprising receiving one or more reviewer selection from the user, wherein the selected reviewers include at least one of the user, a superior, a peer, a subordinate and a client.
12. (Previously Presented) The method of claim 11, wherein said updating further comprises updating of said employee performance review information over a communication network.
13. (Original) The method of claim 12 wherein the communication network is the Internet.
14. (Original) The method of claim 12 wherein the communication network is a business enterprise intranet.
15. (Previously Presented) The method of claim 12 further comprising updating the employee performance review information while the system is disconnected from the communication network.

16. (Previously Presented) The method of claim 11 further comprising requiring manager approval of the selected reviewees prior to the updating, processing and storage of the employee performance review information.
17. (Canceled).
18. (Canceled).
19. (Currently Amended) A computer system implemented method for conducting employee performance reviews, comprising:
  - identifying by a computer system one or more interactions during an evaluation period between a reviewer and one or more reviewees based on overlapping projects and clients;
  - generating and preloading by the computer system a list of the reviewees related to the identified interactions for the reviewer;
  - receiving by the computer system a selection of reviewees from the preloaded list;
  - receiving by the computer system ~~one or more~~ performance reviews on the selected reviewees, each review including performance ratings relative to expectations for respective reviewee's peer group;
  - processing by the computer system the received performance reviews; and
  - generating by the computer system an overall performance summary of the reviewees based on the processed performance reviews.

20. (Canceled).
21. (Previously Presented) The method of claim 19, wherein the processing further comprises identifying trends in each reviewee's job performance in comparison with the reviewee's prior performance reviews.
22. (Previously Presented) The method of claim 19, wherein each performance review includes an action item for each reviewee to follow up on.
23. (Previously Presented) The method of claim 19, further comprising:
- receiving from the user a request to a manager for approval of the selected reviewees; and
  - receiving from the manager a message approving the selected reviewees for performance reviews.
24. (Previously Presented) The method of claim 19, further comprising storing data related to the processed performance reviews.
25. (Previously Presented) The method of claim 19, further comprising receiving one or more non-preloaded reviewees relating to one or more interactions identified by the user.

26. (Previously Presented) The method of claim 19, further comprising updating the preloaded list of the reviewees by adding a list of reviewers related to the identified interactions.
27. (Previously Presented) The method of claim 26, further comprising receiving a selection of reviewees and reviewers from the updated preloaded list.
28. (Previously Presented) The method of claim 27, further comprising receiving self evaluation from the user.
29. (Previously Presented) The method of claim 25, wherein the identification of the non-preloaded reviewees relating to one or more interactions further comprises searching by the user an employee roster using a plurality of search criteria.
30. (Currently Amended) A computer system for conducting employee performance reviews, comprising:
- a memory;
  - a processor disposed in communication with the memory and configured to issue a plurality of processing instructions stored in the memory, wherein the processor issues further instructions to:
    - ~~transmit a preloaded list of reviewees, wherein the list is generated based on~~
    - gather substantial employment related user interaction data corresponding to ~~during~~ a relevant review period of time;

generate and preload a list of reviewees for the user in accordance with the gathered user interaction data;

receive one or more reviewee selection from the ~~transmitted~~ preloaded list  
[[whose]] for employment performance ~~a user desires to~~ review;

update employee performance review information on the selected reviewees  
received by the computer system;

process the updated employee performance review information on the selected  
reviewees;

store the processed employee performance review information; and

generate an overall performance summary of the selected reviewees based on  
the stored performance reviews.

31. (Currently Amended) The system of claim [[28]] 30, wherein the processor issues further instructions to receive one or more reviewer selection from the user, wherein the selected reviewers include at least one of the user, a superior, a peer, a subordinate and a client.
32. (Currently Amended) The system of claim [[28]] 30, wherein the update of the employee performance review information is facilitated by a communication network.
33. (Currently Amended) The system of claim [[28]] 30, wherein the processor issues further instructions to require manager approval of the selected reviewees prior to the updating, processing and storage of the employee performance review information.

34. (Currently Amended) A computer system for conducting employee performance reviews, the system comprising:

a memory;

a processor disposed in communication with the memory and configured to issue a plurality of processing instructions stored in the memory, wherein the processor issues further instructions to:

identify one or more interactions during an evaluation period between a reviewer and one or more reviewees based on overlapping projects and clients;

generate and preload a list of the reviewees related to the identified interactions for the reviewer;

receive a selection of reviewees from the preloaded list;

receive one or more performance reviews on the selected reviewees, each review including performance ratings relative to expectations for respective reviewee's peer group;

process the received performance reviews; and

generate an overall performance summary of the reviewees based on the processed performance reviews.

35. (Canceled).

36. (Currently Amended) The system of claim [[32]] 34, wherein the processor issues further instructions to identify trends in each reviewee's job performance in comparison with the reviewee's prior performance reviews.
37. (Currently Amended) The system of claim [[32]] 34, wherein each performance review includes an action item for each reviewee to follow up on.
38. (Currently Amended) The system of claim [[32]] 34, wherein the processor issues further instructions to
- receive from the user a request to a manager for approval of the selected reviewees; and
- receive from the manager a message approving the selected reviewees for performance reviews.
39. (Currently Amended) The system of claim [[32]] 34, wherein the processor issues further instructions to store data related to the processed performance reviews.
40. (Currently Amended) The system of claim [[32]] 34, wherein the processor issues further instructions to receive one or more non-preloaded reviewees relating to one or more interactions identified by the user.



41. (Currently Amended) The system of claim ~~[[32]]~~ 34, wherein the processor issues further instructions to update the preloaded list of the reviewees by adding a list of reviewers related to the identified interactions.
42. (Currently Amended) The system of claim ~~[[39]]~~ 41, wherein the processor issues further instructions to receive a selection of reviewees and reviewers from the updated preloaded list.